Preceptor Award Submission

Utilize Likert Scale:

- 1 = Minimal Evidence
- 3 = Strong Evidence
- 5 = Exemplary Evidence

Teacher/Coach:
: The preceptor instructs, supports and directs the orientee's learning experiences and opportunities.

Facilitator:
: The preceptor establishes a supportive learning environment that includes assistance in identifying learning needs and implementing a strategy to meet those needs.

Protector:
: The preceptor provides a safe learning environment while helping the orientee build networks for support, communication and nurturing.

Role Model:
: The preceptor exemplifies attitudes and behaviors that promote the orientee's professional development.

Leader:
: The preceptor acts as a leader, change agent and influencer to create professional success in the orientee.

Socializer:
: The preceptor encourages the orientee to learn about his/her new professional role while actively helping the orientee integrate into the unit and hospital culture.

Evaluator:
: The preceptor provides constructive feedback on performance and opportunities for learning along with strategies for improvement.

Nomination Information

Nominee Discipline: REGISTERED NURSE II

Teacher/Coach

- It is my honor to nominate this person for the preceptor award. This nominee #268 demonstrates excellence as a teacher and coach by fostering the orientee's growth in behavior, performance, and well-being. She creates an inclusive environment by introducing the new RN to staff and promoting a strong sense of belonging and teamwork. She provides balanced feedback, consistently offering daily positive

reinforcement while constructively addressing opportunities for improvement. Nominee #268 supports professional integration and models effective communication and collaboration. She closely observes core care skills and documentation, ensuring safe practice while providing clear, actionable daily feedback to build confidence and competence. She thoughtfully considers the RN's prior experience and intentionally builds upon that strong foundation to enhance their development. She also prioritizes well-being by discussing self-care, addressing stress and caregiver fatigue, and celebrating successes. Overall, her supportive, inclusive, and thoughtful approach has a lasting impact on orientees development and success.

Facilitator

- This nominee #268 excels as a facilitator by intentionally guiding the orientee toward meeting both orientation and personal goals while fostering independence and confidence. She collaborates with the orientee to plan meaningful learning experiences and establish measurable performance goals that support steady progression toward competency and autonomy. She provides structured support, including a detailed orientation binder, and encourages the use of new learning techniques to help the orientee retain and apply knowledge effectively. She recognizes the importance of building on the orientees strengths and prior experience while promoting critical thinking and growth. Through consistent reassurance and encouragement, she helps the orientee develop trust in their own instincts, knowledge, and clinical judgment. Her thoughtful and organized approach creates a supportive environment that empowers the orientee to succeed and grow into a confident, independent nurse. She works closely with educators and leadership to ensure alignment on goals and to monitor the orientee's progress.

Role Model

- This nominee consistently demonstrates excellence as a role model by promoting a healthy, supportive work environment grounded in professionalism, communication, and resilience. She intentionally creates a positive and uplifting environment, even decorating her workspace for each holiday to bring joy to the unit and support team morale. She fosters strong relationships by introducing the orientee to unit staff, encouraging collaboration, and ensuring inclusion in team and social activities. She models the effective use of peers and available resources, including print and digital tools, to support safe patient care. Her communication is clear, professional, and approachable. She adapts explanations to ensure understanding, including clarifying hospital terminology, while demonstrating active

listening and mindful body language that creates a safe and trusting learning environment. Even in busy moments, she remains present and attentive to the orientee. She also models strong conflict resolution, assertive communication, and patient advocacy, while guiding the orientee in understanding the chain of command. She consistently demonstrates effective prioritization, time management, and safe, competent care, seeking appropriate resources to ensure the best outcomes. This nominee sets a powerful example of professionalism, resilience, and compassionate nursing practice.

Evaluator

- This nominee demonstrates excellence as an evaluator by consistently tracking and supporting the orientee’s progress with clarity and attention to detail. She maintains thorough, organized notes that reflect the orientees growth, strengths, and areas for improvement. She provides clear, detailed explanations when completing competency paperwork, ensuring the orientee understands expectations and progress toward goals. This nominee also communicates effectively with education and leadership, offering thoughtful feedback that supports alignment and ongoing development. In daily practice, she provides real-time, constructive feedback that is specific, actionable, and supportive, allowing the orientee to continuously improve. Her consistent, transparent evaluation approach promotes accountability, confidence, and successful progression to independent practice.